

Internal Complaints Committee (Vishakha Committee) Report (2019-20 to 2023-24) **B. M. Ruia Girls' College, Affiliated to SNDT Women's University**

Introduction: The Internal Complaints Committee (ICC), also known as the Vishakha Committee, is a vital part of B. M. Ruia Girls' College, which operates under the guidance of SNDT Women's University. The committee is dedicated to addressing complaints related to sexual harassment, promoting gender equality, and ensuring the safety and well-being of all students, faculty, and staff. The committee works in accordance with the guidelines established by the Supreme Court of India in the Vishakha Judgment to prevent sexual harassment and create a secure academic environment.

Report of Internal Complaints Committee 2019-20:

Overview: The academic year 2019-20 marked the continued efforts of the Internal Complaints Committee in fostering a safe and respectful campus environment. The committee focused on spreading awareness about sexual harassment, implementing preventive measures, and resolving any grievances brought forward by students and staff.

Activities:

- **Awareness Programs:** The committee organized workshops, seminars, and awareness sessions on the legal rights of women and the mechanisms for reporting sexual harassment.
- **Preventive Measures:** The committee strengthened the reporting system and encouraged students to come forward with their concerns. It was actively involved in creating a harassment-free environment by educating the college community about sexual harassment laws.

Workshop on self defence was conducted by Shri Vinod Kumar Verma

Internal Complaints Committee of Marwadi Sammelan's B.M.Ruia Girls' College, NAAC Accredited B+ (3rd Cycle) and Sitaram Deora Institute of Management Studies, Affiliated to S.N.D.T. Women's University, Mumbai and NSS Unit of the college organized a workshop on self defence, conducted by Shri Vinod Kumar Verma, an expert from Shotokan Karate, to equip participants with essential techniques for personal safety and martial arts skills. The session aimed to empower individuals with the knowledge and confidence to protect themselves in various situations.

Objectives of the Workshop:

1. To introduce participants to basic self-defence techniques.
2. To promote awareness about the importance of self-defence in daily life.
3. To encourage physical fitness and mental preparedness through martial arts.

Highlights of the Workshop:

1. Introduction to Self Defence:
 - Shri Vinod Kumar Verma began the session by explaining the significance of self-defence and its relevance in today's world.
 - Participants were briefed on the principles of Shotokan Karate and its application in self-defence.
2. Demonstration of Techniques:
 - The workshop included live demonstrations of various self-defence moves, including blocking, striking, and escaping techniques.
 - Practical scenarios were simulated to help participants understand how to react effectively in threatening situations.
3. Interactive Practice Session:
 - Participants were given hands-on practice of the demonstrated techniques under the guidance of Shri Verma.
 - Emphasis was placed on correct posture, precision, and quick reflexes.
4. Building Confidence:
 - The session focused on boosting participants' confidence and mental readiness to face potential threats.
 - Shri Verma shared motivational insights on overcoming fear and staying calm under pressure.

The workshop was highly engaging and informative, leaving participants with a strong foundation in self-defence techniques. It also inspired a sense of empowerment and encouraged a proactive approach to personal safety.

Grievances Reported:

- No incidents of sexual harassment were reported during the year.
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Report of Internal Complaints Committee 2020-21:

Overview: Due to the COVID-19 pandemic, the academic year 2020-21 saw a shift to online learning. Despite the challenges, the Internal Complaints Committee continued its efforts to maintain a safe environment by focusing on virtual awareness initiatives and online grievance handling.

Activities:

- **Virtual Awareness Campaigns:** The committee hosted online webinars and virtual workshops to educate students and staff about sexual harassment, gender equality, and the importance of reporting harassment. The sessions emphasized the Vishakha Guidelines and the mechanisms available for grievance redressal.
- **Increased Vigilance:** The committee remained vigilant and worked closely with the administration to ensure that the online environment remained safe and respectful for all students.

Educational Outreach:

Guest Lecture on Legal Protection for Women:

Webinar on “कानूनी साक्षरता की ओर - Towards Legal Literacy”, on the occasion of International Women's Day

Organized by Counselling Cell “मंत्रणा”, Internal Complaints Committee (ICC) and Women Development Cell (WDC) in association with Internal Quality Assurance Cell (IQAC)

March 8, 2021

Resource Person:

Advocate Pratibha Joshi Dalal

On March 8th, 2021, the college marked International Women's Day by hosting a guest lecture titled "**Towards Legal Literacy**" on the topic of **Protection of Women from Domestic Violence**. The event aimed to educate students and faculty about the legal rights and protections available to women under the law, with a focus on addressing domestic violence and fostering a safer and more equitable society.

The lecture was a collaborative effort by several key bodies within the institution:

- **Counselling Cell "मंत्रणा":** Focused on providing psychological support and awareness.
- **Internal Complaints Committee (ICC):** Responsible for addressing grievances related to gender discrimination and harassment.
- **Women Development Cell (WDC):** Dedicated to promoting gender equality and empowerment.
- **Internal Quality Assurance Cell (IQAC):** Ensured the event aligned with institutional quality standards and objectives.

The resource person Ms. Pratibha Patil Dalal, an expert in women's rights and legal literacy, was the esteemed speaker for the session. Her extensive knowledge and experience in the field brought valuable insights to the audience.

Highlights of the Lecture:

1. **Introduction to Domestic Violence:** Ms. Dalal began by defining domestic violence and discussing its prevalence in society. She emphasized the need to recognize and address this issue at both individual and societal levels.
2. **Legal Framework:**
 - **Protection of Women from Domestic Violence Act, 2005:** The speaker provided a detailed explanation of the provisions under this Act, highlighting its importance in safeguarding women's rights.
 - **Role of Law Enforcement and Judiciary:** Ms. Dalal elaborated on how women can seek help through police, protection officers, and legal aid services.
3. **Empowerment Through Awareness:** The lecture stressed the importance of spreading legal literacy among women to empower them to stand against abuse and discrimination.
4. **Interactive Q&A Session:**
 - Participants actively engaged with the speaker, asking questions about practical scenarios and seeking advice on legal remedies.
 - Ms. Dalal shared real-life examples to illustrate the application of legal protections in different situations.

Ms. Dalal provided explanations and cited examples of cases where legal means were effectively employed to address domestic violence. These instances highlighted the practical application of laws in various contexts, offering a deeper understanding of their impact.

Grievances Reported:

- No incidents of sexual harassment were reported during the year.
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Report of Internal Complaints Committee 2021-22:

The academic year 2021-22 witnessed the gradual reopening of the college campus and a return to in-person classes. The Internal Complaints Committee continued to focus on resolving grievances, conducting awareness programs, and ensuring the safety of students on campus.

Activities:

- **Guest Lectures and Workshops:** In collaboration with the Women Development Cell (WDC) and the Internal Quality Assurance Cell (IQAC), the committee organized guest lectures and workshops.
- **Campus Safety Initiatives:** The committee worked closely with campus security to ensure that the physical environment was safe and conducive to learning.

Educational Outreach:

Movie Screening: A screening of the movie *Bawandar* took place on July 1st and 2nd, 2021. The film, based on the 1992 Bhanwari Devi rape case, highlights the case that led to the passing of the Vishakha Guidelines, which are critical for the safety of women in workplaces.

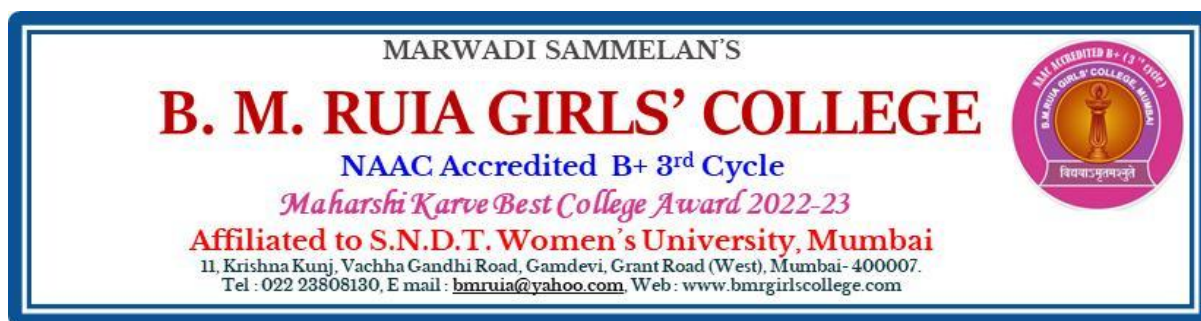
Online National level Webinar on 9th March 2022

Department of Sociology conducted an Online National level Webinar on 9th March 2022 from 11.30 am to 1.10 pm during the National level women's week program organised by the College Women Development Cell, Internal Complaints committee in association with Internal Quality Assurance Cell (IQAC) on the occasion of International Women's Day. Dr. Hemlata Masiwal, Assistant Professor, Department of Sociology welcomed the participants in the Webinar. The Webinar started with college prayer in the recorded voice of Smt. Shruti Ranade, Associate Professor in Psychology and Webinar Coordinator. After that, SNDT Women's University song was played. Dr Hemlata Masiwal introduced the resource person and anchored the Webinar. The resource person was Dr. Bhavna Prem Chand, Associate Professor and Head, Department of Sociology, M.M. P. Shah Women's College Matunga Mumbai. Her topic was "Women's Situation Pre, During & Post COVID-19. She elaborated on the situation of women in the lockdown period during COVID-19. She also explained the

situation of women in the Vedic period and the problems faced by women in COVID -19 times. She motivated the students by reciting many inspirational poems. The question answer session was lively. Students asked many questions and the resource person replied to them. Dr Usha Kiran Tiwari, Assistant Professor & Head, Department of Sociology proposed a vote of thanks. In the end, the National Anthem was played. More than a hundred participants attended the webinar on Google Meet and YouTube.

Grievances Reported:

- No complaints of sexual harassment were reported.
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Report of Internal Complaints Committee 2022-23:

Overview: The academic year 2022-23 focused on further strengthening the grievance redressal mechanism and ensuring that students were aware of their rights. The committee also emphasized proactive measures to prevent sexual harassment and maintain a respectful and inclusive atmosphere.

Activities:

- **Workshops and Lectures:** Several awareness programs were conducted to educate students about sexual harassment, gender-based violence, and legal provisions for women's protection. These sessions were designed to ensure students were well-informed about their rights and available resources.
- **Collaboration with Police Authorities:** The College continued its partnership with local police to enhance safety on campus and prevent any untoward incidents.

Workshop on Self-defence

The Internal Complaints Committee, in collaboration with the NSS Unit of Marwadi Sammelan's B.M. Ruia Girls' College and Sitaram Deora Institute of Management Studies, organized a workshop on self-defence, conducted by Shri Vinod Kumar Verma, an expert in Shotokan Karate, the workshop aimed to equip participants with vital self-defence techniques and martial arts skills. The session focused on empowering individuals with the knowledge and confidence to handle challenging situations effectively.

Objectives of the Workshop:

1. To introduce participants to fundamental self-defence techniques.
2. To raise awareness about the importance of self-defence in everyday life.
3. To promote physical fitness and mental readiness through martial arts.

Key Highlights of the Workshop:

1. Introduction to Self Defence:
 - Shri Vinod Kumar Verma began by emphasizing the importance of self-defence and its role in ensuring personal safety in today's world.
 - Participants were introduced to the principles of Shotokan Karate and how they can be applied in real-life scenarios.

2. **Demonstration of Techniques:**
 - The workshop featured live demonstrations of essential self-defence moves, including blocking, striking, and escape techniques.
 - Practical scenarios were recreated to help participants learn how to respond effectively to potential threats.
3. **Interactive Practice Session:**
 - Participants actively practiced the demonstrated techniques under Shri Verma's guidance.
 - Special attention was given to maintaining proper posture, precision, and quick reflexes.
4. **Building Confidence:**
 - The session aimed to boost participants' confidence and mental resilience to face unexpected challenges.
 - Shri Verma shared motivational insights on overcoming fear and staying composed under pressure.

Impact: The workshop was both engaging and educational, providing participants with a solid foundation in self-defence techniques. It fostered a sense of empowerment and encouraged a proactive mindset toward personal safety. Students left the session with enhanced confidence and a deeper understanding of how to protect themselves in various situations.

Guidance Session on 'Safety and Security' by Police Officers of Gamdevi Police Station, Mumbai. - 13th August, 2022. - 76 NSS Volunteers attended the same.

On August 13th, 2022, Internal Complaints Committee of Marwadi Sammelan's B.M.Ruia Girls' College, NAAC Accredited B+ (3rd Cycle) and Sitaram Deora Institute of Management Studies, Affiliated to S.N.D.T. Women's University, Mumbai and NSS Unit of the college organized a guidance session on '**Safety and Security**' in collaboration with the Police Officers of Gamdevi Police Station, Mumbai. The session aimed to enhance the awareness and preparedness of students regarding personal and community safety measures.

Objectives of the Session were:

1. To educate students on basic safety protocols and preventive measures.
2. To provide insights into the role of police in maintaining public safety and addressing emergencies.
3. To encourage active participation in promoting community security.

The focus of the Session was:

1. **Introduction to Safety Measures:**
 - The officers outlined key safety practices for individuals, including situational awareness and emergency preparedness.
 - Emphasis was placed on avoiding risky situations and recognizing potential threats.

2. Community Security Initiatives:

- The officers discussed their efforts to engage with local communities to foster a safer environment.
- Volunteers were encouraged to report suspicious activities and support neighbourhood safety programs.

3. Cybersecurity Awareness:

- A segment was dedicated to understanding online safety, with tips on securing personal information and avoiding cyber fraud.

4. Self-Defence Techniques:

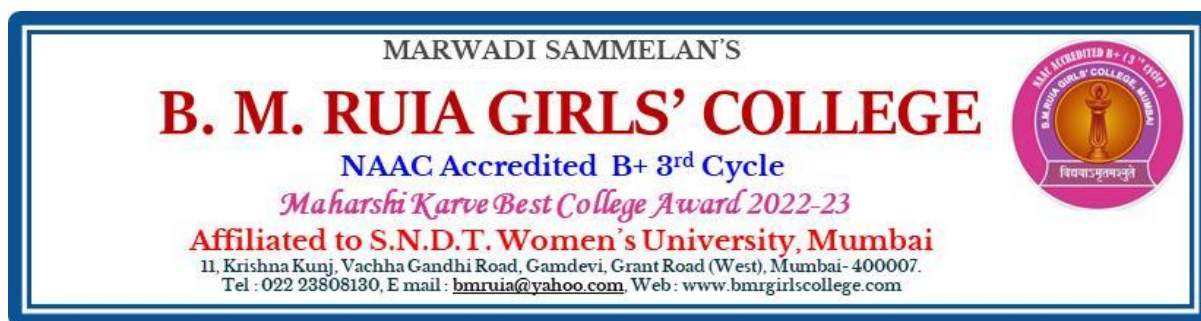
- Basic self-defence strategies were demonstrated to empower students to protect themselves in critical situations.

5. Interactive Q&A Session:

- Students actively participated in the discussion, raising queries about real-life scenarios and seeking advice on handling emergencies.
- The officers shared practical tips and reassured the participants of the police force's support in ensuring public safety.

The session proved to be highly informative and engaging, equipping the 76 students with essential knowledge and skills to prioritize safety and security in their daily lives. It also fostered a stronger sense of collaboration between the police and the community.





Report of Internal Complaints Committee 2023-24:

The current academic year, 2023-24, continued the committee's proactive approach to creating a safe, inclusive, and harassment-free campus environment. The focus was on increasing engagement with the students and ensuring that the grievance redressal mechanism was efficient and accessible.

Activities:

- **Awareness Programs:** The committee organized multiple workshops and seminars on sexual harassment laws, gender equality, and women's rights. Efforts were made to ensure that all students understood their rights and knew how to report any incidents of harassment.
- **Continued Vigilance:** The committee maintained a high level of vigilance by collaborating with the administration to monitor the campus environment and resolve any reported issues promptly.
- **Campus Safety Initiatives:** The college premises continued to be under CCTV surveillance, and regular police patrols ensured the safety of students and staff. The committee remained committed to fostering a safe space for everyone.

Workshop on self defence and techniques by Shri Vaibhav Sharma from Shotokan Karate Do India Association on 11th December, 2023

A workshop on self defence and techniques was conducted on December 11th, 2023, by Shri Vaibhav Sharma from the Shotokan Karate Do India Association. The session aimed to educate participants on practical self-defence techniques and martial arts skills, empowering them to handle challenging situations effectively and confidently.

Objectives of the Workshop:

1. To introduce participants to basic self-defence techniques.
2. To raise awareness about the importance of self-defence in daily life.
3. To enhance physical fitness and mental preparedness through martial arts training.

Key Highlights of the Workshop:

1. **Introduction to Self Defence:**
 - Shri Vaibhav Sharma began the session by explaining the significance of self-defence in today's world.

- Participants were briefed on the principles of Shotokan Karate and its application in real-life scenarios.
- 2. **Demonstration of Techniques:**
 - The workshop featured live demonstrations of various self-defence moves, including blocking, striking, and escaping techniques.
 - Practical scenarios were simulated to help participants understand how to respond effectively to potential threats.
- 3. **Interactive Practice Session:**
 - Participants actively practiced the demonstrated techniques under the guidance of Shri Sharma.
 - Emphasis was placed on correct posture, precision, and quick reflexes to ensure effectiveness.
- 4. **Discussion on Self Defence Strategies:**
 - Shri Sharma engaged with participants in an interactive discussion about the importance of situational awareness and proactive strategies for personal safety.
 - Real-life examples were shared to illustrate how self-defence techniques can be employed in different contexts.
- 5. **Building Confidence:**
 - The session focused on boosting participants' confidence and mental resilience to face potential threats.
 - Motivational insights were shared to encourage participants to stay calm and composed under pressure.

The workshop provided participants with valuable insights and hands-on experience in self-defence techniques. It fostered a sense of empowerment and encouraged a proactive approach to personal and community safety.

MARWADI SAMMELAN'S



B. M. RUIA GIRLS' COLLEGE

NAAC Accredited B+ 3rd Cycle

Maharshi Karve Best College Award 2022-23

SITARAM DEORA INSTITUTE OF MANAGEMENT STUDIES

Affiliated to S.N.D.T. Women's University, Mumbai

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WOMEN'S WEEK PROGRAMME

4th - 9th March, 2024

on the occasion of International Women's Day

Department of Sociology, ICC and
NSS Unit

In association with
Internal Quality Assurance Cell
organises a Guest Lecture on

Topic: 'Legal Rights for Women'

Resource Person:

Adv. Mallika Verma
Programme Director, Majlis

Day & Date: Tuesday 05 March, 2024

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Mr. Suresh Deora
Hon. Secretary
Marwadi Sammelan

Adv. Sushil Vyas
President
Marwadi Sammelan

Dr. Santosh Kaul Kak
Principal

Under Women's Week, A lecture and discussion session on the topic 'Legal Rights for Women' on 'Legal Rights for Women' was held on 5th March, 2024 - About 104 girl students and 15 Faculty Members of the college participated in this session.

Under Women's Week, NSS Unit of Marwadi Sammelan's B. M. Ruia Girls' College (Honoured with 'Maharishi Karve Best College Awards') 2022-23 alongwith by the Research Cell and Department of Sociology in collaboration with IQAC, A lecture and discussion session on the topic 'Legal Rights for Women' on 'Legal Rights for Women' was held on 5th March, 2024. The resource persons were Advocate Ms. Mallika Verma and Advocate Ms. Tanvi Mane, Program Director, Majlis NGO (to provide legal assistance to women and children facing sexual and domestic violence).

They spoke to students about the updated legal rights for women in the present times and explained to them how they can protect themselves from domestic violence and exploitation at the workplace.

While interacting with the college students, she also told them how they can do NC and Zero Report at their nearest police station and also inspired the students to make them aware of their rights.

About 104 girl students and 15 Faculty Members of the college participated in this session.



Grievances Reported:

- No incidents of sexual harassment were reported during the year.

Conclusion: The Internal Complaints Committee (Vishakha Committee) at B. M. Ruia Girls' College, affiliated with SNDT Women's University, has made consistent progress in creating a safe, respectful, and inclusive environment for students and staff. Over the years, the committee has successfully handled grievances, organized awareness programs, and implemented preventive measures to address sexual harassment. The college remains committed to upholding the principles of gender equality and ensuring that all members of the community can learn and work in a harassment-free environment.